Ministry of Labour Relations and Workplace Safety

Annual Report for 2014-15

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Government of Saskatchewan

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Letters of Transmittal

The Honourable Don Morgan
Minister of Labour Relations and Workplace Safety

Her Honour, the Honourable Vaughn Solomon Schofield,

Lieutenant Governor of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of the Ministry of Labour Relations and Workplace Safety for the fiscal year ending March 31, 2015.

The 2014-15 Annual Report shows how the Ministry of Labour Relations and Workplace Safety supported the Government's direction by delivering programs and services that fostered a safe, fair and productive labour environment.

I am proud of the ongoing Ministry initiatives which protect workers and promote safety.

D R Morgan

Don Morgan, Q.C.

Minister of Labour Relations and Workplace Safety

Michael J.R. Carr
Deputy Minister of Labour Relations and Workplace Safety

The Honourable Don Morgan, Q.C.

Minister of Labour Relations and Workplace Safety

May it Please Your Honour:

I have the honour of submitting the Annual Report of the Ministry of Labour Relations and Workplace Safety for the fiscal year ending March 31, 2015.

Michael J.R. Carr

Michael J.R. Carr

Deputy Minister of Labour Relations and Workplace Safety

Government of Saskatchewan

Introduction

This annual report for the Ministry of Labour Relations and Workplace Safety presents the Ministry's results on activities and outcomes for the fiscal year ending March 31, 2015. It reports to the public and elected officials on public commitments made and other key accomplishments of the Ministry.

Results are provided on publicly committed strategies, actions and performance measures identified in the 2014-15 Plan. The report also demonstrates progress made on Government commitments in the *Government Direction for 2014-15: Steady Growth, the Saskatchewan Plan for Growth – Vision 2020 and Beyond*, throne speeches and other commitments and activities of the Ministry.

The annual report demonstrates the Ministry's commitment to effective public performance reporting, transparency and accountability to the public.

Alignment with Government's Direction

The Ministry's activities in 2014-15 align with Government's vision and four goals:

Our Government's Vision

A strong and growing Saskatchewan, the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life.

Government's Goals

- Sustaining growth and opportunities for Saskatchewan people.
- Meeting the challenges of growth.
- Securing a better quality of life for Saskatchewan people.
- Delivering responsive and responsible government.

Together, all ministries and agencies support the achievement of Government's four goals and work towards a secure and prosperous Saskatchewan.

Ministry Overview

Over the past year, the Ministry of Labour Relations and Workplace Safety (LRWS) has worked to develop strategies, involve stakeholders and deliver services that ensure a safe, fair, balanced and productive labour environment throughout the province.

The Ministry achieves its desired outcomes by encouraging, promoting and enforcing safe work practices and employment standards and by fostering an employment/ labour environment that respects the rights, duties and responsibilities of employees and employers.

Saskatchewan's economy continues to grow, and with it our need for a skilled workforce. LRWS is committed to keeping Saskatchewan workers healthy and safe so they can take full advantage of the employment opportunities that are available. One of the core activities identified in Saskatchewan's Plan for Growth is ensuring the ongoing competitiveness of our economy. Every day of work put in by everyone employed in the province contributes to their own financial well-being, the success of their employer and the continued growth of the province's economy.

Delivery of Key Programs and Services

The Ministry is responsible for enforcing and promoting awareness of employment standards and occupational health and safety. The Ministry also provides mediation and conciliation services to help resolve workplace disputes as well as advocacy services for injured workers and their families.

In 2014-15, the Ministry employed staff in its central office in Regina, eight Employment Standards offices (Estevan, Moose Jaw, North Battleford, Prince Albert, Swift Current, Yorkton, Saskatoon and Regina) and six Occupational Health and Safety offices (Estevan, Prince Albert, Swift Current, Yorkton, Saskatoon and Regina) across the province.

The 2014-15 budget and FTE allocation for the Ministry was $18,682,000 and 151.1, respectively. Actual FTE utilization was 150.7.

LRWS consists of five divisions:

Central Services (CS) assists the divisions within the Ministry in developing strategic policy and legislative initiatives that supports the achievements of government objectives. CS is also responsible for financial management, budget development, annual planning and reporting as well as other essential administrative functions of the Ministry.

Labour Relations and Mediation (LRM) provides information, training and bargaining assistance through conciliation and mediation services to labour and management in unionized workplaces. LRM assists unions and management in resolving difficult labour disputes and work stoppages due to strikes or lockouts.

Employment Standards (ES) provides services to Saskatchewan employers and employees in support of fair and equitable workplace practices. ES enforces employment standards legislation and regulations and ensures that employees and employers are aware of their rights and responsibilities under these laws.

Office of the Workers' Advocate (OWA) works to ensure that any injured worker or dependant of an injured worker receives every consideration and entitlement due to them under *The Workers' Compensation Act, 2013*. OWA meets regularly with the Workers' Compensation Board as they work together towards this common goal.

Occupational Health and Safety (OHS) offers programs and services for workers and employers to help ensure safer workplaces and an improved culture of safety in Saskatchewan. OHS also provides effective oversight and enforcement of occupational health and safety standards and regulations by encouraging compliance via education and prosecutions where appropriate.

Progress in 2014-15

Government Goal: Sustaining Growth and Opportunities for Saskatchewan People

Strategy - ENCOURAGE HEALTHY, SAFE, AND FAIR WORKPLACES

Key Actions and Results

Educate employers and employees about new legislative and regulatory requirements under The Saskatchewan Employment Act (Saskatchewan Plan for Growth – page 44) in an effort to increase compliance.

Encourage workplaces to adopt best practices in the areas of employment standards, occupational health and safety, and labour relations.

- The Employment Standards Division held 35 information sessions for employers across the province.
- The Labour Relations and Mediation Division provided 12 conflict resolution and interest-based negotiation training sessions in 2014-15 and 16 sessions in 2013-14.
- Ministry web content received 242,200 page views from July 2014 to March 2015. One of the most commonly accessed publications was the *Rights and Responsibilities Guide* which was downloaded over 10,000 times between December 2014 and March 31, 2015. The guide was developed by the Employment Standards Division to provide information on their regulations and legislation. It is a valuable resource for both employers and employees.

Enforce compliance of Employment Standards (ES) and Occupational Health and Safety (OHS) requirements (Saskatchewan Plan for Growth – page 44).

Continue to respond to OHS and ES related complaints.

Employment Standards:

- The Division received 2,036 formal complaints for the 2014-15 fiscal year, compared to 2,023 formal complaints in 2013-14.
- The Division completed 1,933 investigations with an average time to completion of 123.1 days.
- The Hosted Contact Centre responded to 33,397 phone and 979 web/email enquiries.

Occupational Health and Safety:

- In 2014-15, the Division completed 1,220 onsite inspections of workplaces.
- OHS issued 380 notices of contravention that directed corrective action to improve safety.
- They issued 55 stop work orders.
- The Division received 96 notifications of high risk asbestos processes.
- They also established 12 offences for which a summary offence ticket could be issued.
- The OHS Division continues to promptly and thoroughly investigate workplace incidents that lead to a serious injury or fatality.
- Following the introduction of regulations to protect employees working in late night retail establishments such as convenience stores and gas stations in 2012, the Division has inspected every known late night retail employer in the province.
- The Division launched an updated online Asbestos Registry. The searchable registry provides clear information about all public buildings in Saskatchewan. It can be accessed from smart phones, tablets and electronic devices, and includes map enabled searching and geo-locating capabilities. The information it contains is valuable to the general public as well as anyone working in public buildings. The update marks a significant improvement over the first version of the registry, which was the first of its kind in Canada. The division continues to work closely with public institutions to ensure the information they post to the registry is clear, correct and complete.

Continue to deliver the Young Worker Readiness Certificate Course (YWRCC).

- The Young Worker Readiness Certificate Course is currently offered to students in at least 19 Saskatchewan school divisions.
- In 2014-15, 40,724 YWRCC certificates were issued. The total number of certificates issued since the course launch is 82,267.
- The Young Worker Readiness Certificate Course provides young workers with basic information about their rights and responsibilities in the workplace. It is believed that the course will allow young workers to have a better understanding of their rights and responsibilities, and teaches them about workplace safety. The goal is to have fewer incidents of non-compliance, ensuring that young workers are safer in the workplace.

Focus resources and intervention strategies to improve safety outcomes of priority employers with high injury rates.

Continue to promptly and thoroughly investigate workplace incidents that result in a serious injury or fatality.

- The OHS Division has identified targeted interventions with 93 high priority employers.
- Priority employers with approved safety plans are projected to achieve an 18 per cent reduction in workplace injuries in 2014-15.
- As of March 31, 2015, 78 of the 93 employers had intervention strategies developed, and of these, 62 have submitted their improvement plans.
- Targeted interventions are complemented with random and planned workplace inspections at non-targeted workplaces.

Continue to work with WorkSafe Saskatchewan on the High Risk Health Care Strategy that will guide health care interventions over the next three years and focus on high injury facilities and locations.

- In 2014 *WorkSafe Saskatchewan* continued implementation of a health care strategy to reduce workplace injuries in facilities with the highest volume of injuries across the health care sector.
- The total injury rate for health care in 2014 was 9.47 per cent (a reduction from the 2013 rate of 10.52 per cent).
- The decrease in the injury rate means a potential reduction in the premium rate for the health care sector. The money saved can potentially be directed to providing health care services to the public.

Continue to work with the Ministry of Agriculture on the voluntary injury prevention and risk assessment program for farm and ranch operations.

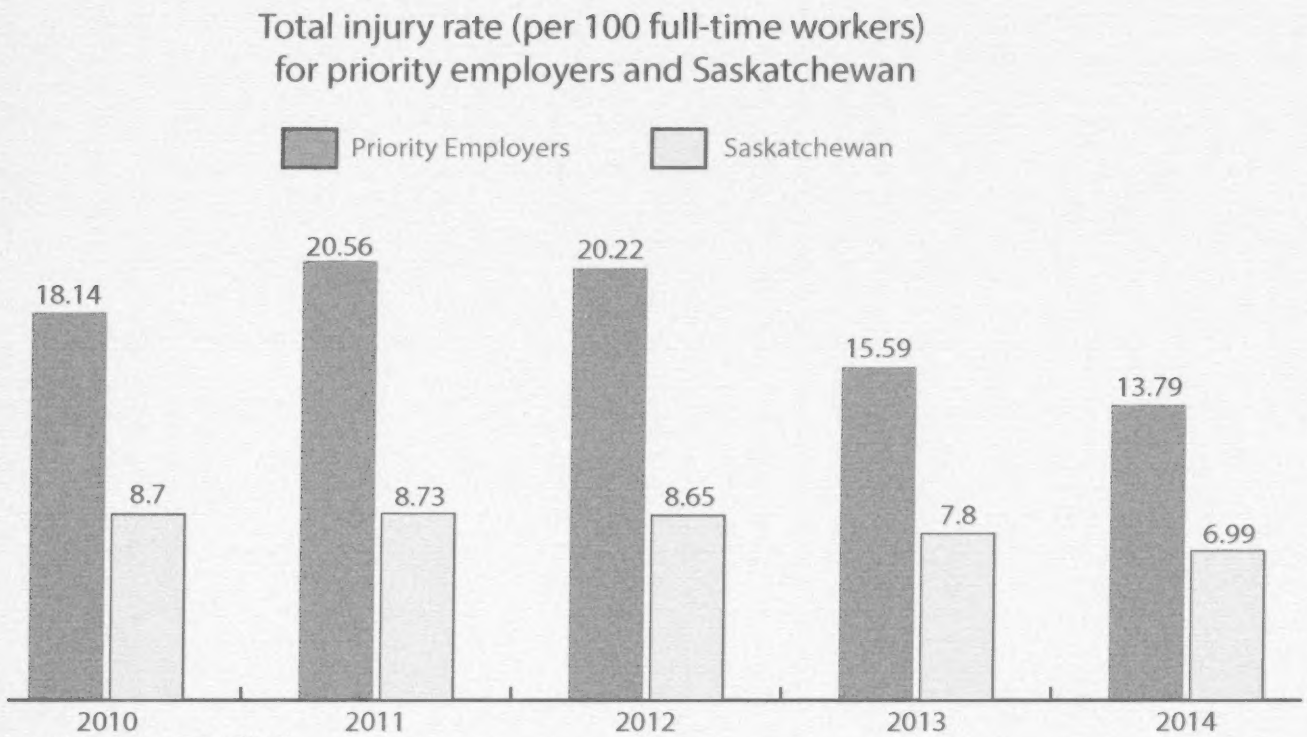
- OHS has met with representatives from the Ministry of Agriculture about farm-based employers who have been identified in the priority employer group under the targeted interventions initiative.
- The Ministry of Agriculture continues to have representation on the Farm Health and Safety Council, whose mandate is to promote the health, safety and protection of persons on farms. The Council provides updates on Ministry of Agriculture activities. LRWS can also disseminate health and safety information through the AgriView newsletter.
- The Ministry contributed statistical information to the Canadian Centre for Health and Safety in Agriculture.

Educate injured workers about the workers' compensation system and the role of the Office of the Workers' Advocate (OWA).

- OWA participated in five educational seminars on workers' compensation and hosted information tables at two events.
- OWA provided advice, guidance and/or representation services to 574 individuals who made enquiries to the Division. The total number of enquiries for OWA was 1,595. The additional callers were either inquiring about issues that did not fall within the mandate of the OWA and were referred to an appropriate resource or they were not eligible to file a claim.
- OWA submitted 409 appeals to the WCB on behalf of injured workers in 2014-15.
- The Division was successful or partially successful on 73 per cent of the 180 appeal cases closed in 2014-15.

Performance Measures

Injury Rates



Source: Workers' Compensation Board

The graph above shows the total injury rate for priority employers compared to the provincial rate for all workplaces.

Priority employers are a group of employers with the highest injury rates in the province and have the greatest need to improve safety outcomes.

The graph illustrates that, over the last five years, the provincial injury rate has been steadily declining. The injury rate for priority employers has fluctuated, with 2013 showing a new low that was still twice the provincial rate.

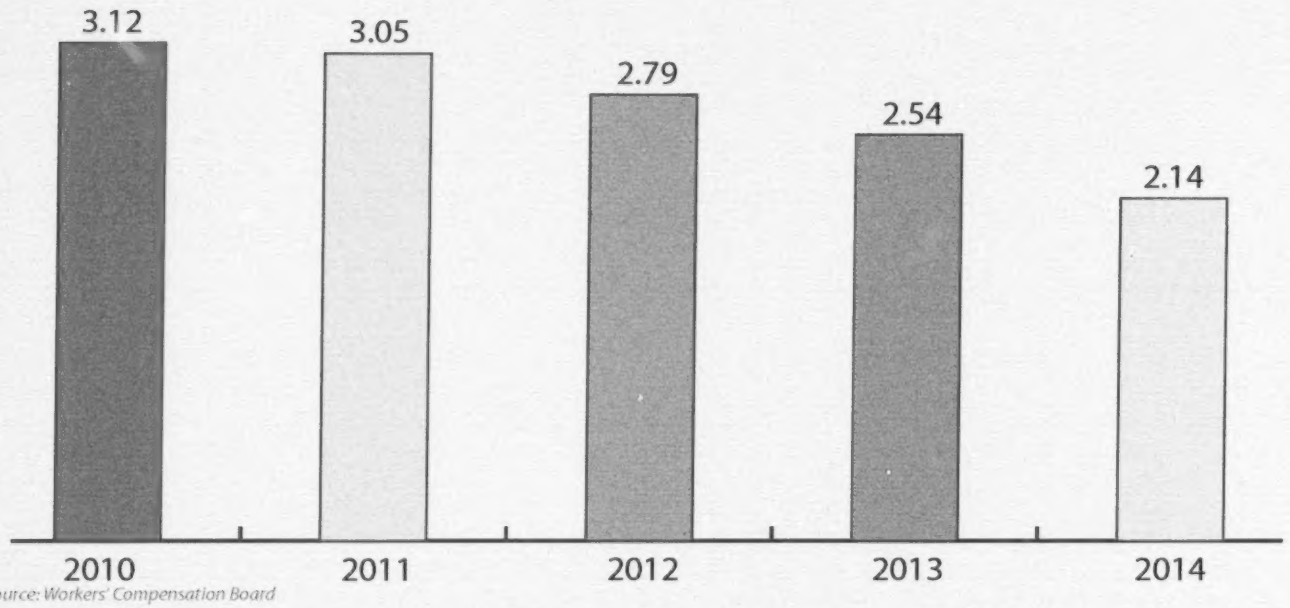
In 2013, the Occupational Health and Safety (OHS) Division started placing greater emphasis on targeted intervention strategies to improve safety outcomes for priority employers.

The new strategy works by establishing contact with employers on the targeted list to develop an improvement plan. After plans are implemented, OHS officers work with priority employers to ensure compliance. Should an employer fail to observe their plan, the Division will use the legislated tools available, including, compliance undertakings, summary offense tickets and prosecution, to ensure compliance with OHS requirements.

As the new compliance model matures, it will be possible to compare year-over-year actual total injury rate improvements in order to better measure program outcomes.

Data for the total injury rate is provided by the Workers' Compensation Board.

Time-loss injury rate
(per 100 full-time equivalent workers)



Source: Workers' Compensation Board

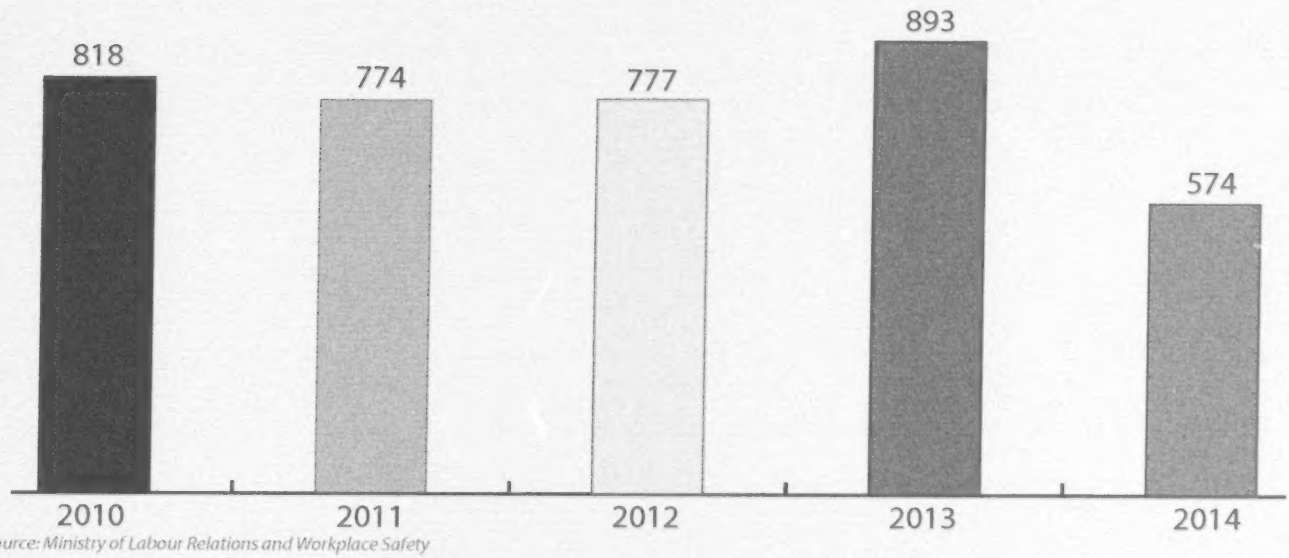
The data collected between 2010 and 2014 illustrates a continual decrease in Saskatchewan's workplace time-loss injury rate. However, Saskatchewan continues to have the second highest workplace time-loss injury rate in Canada next to Manitoba.

Safe and healthy workplaces are a key contributor to economic growth and prosperity. This measure provides an indicator of the relative number of workplace injuries. It measures the number of lost-time injuries (workplace injuries that result in time away from work) reported to, and accepted by, the Workers' Compensation Board (WCB) per 100 full-time equivalent workers. When there is a reduction in the number of lost-time claims, it indicates that fewer workers are being injured on the job.

Government can influence this rate through safety awareness efforts, including advertisements, injury prevention campaigns, workplace inspections and enforcement of labour legislation. However, the Ministry has limited direct influence on the overall workplace injury rate for a variety of reasons, including changing demographics and rapid industry growth. Ultimately it is the actions of employers and employees that change injury rates.

The data is based on WCB statistics. It is important to note that the WCB does not cover all workers.

Number of injured workers provided assistance with respect to their WCB Claims



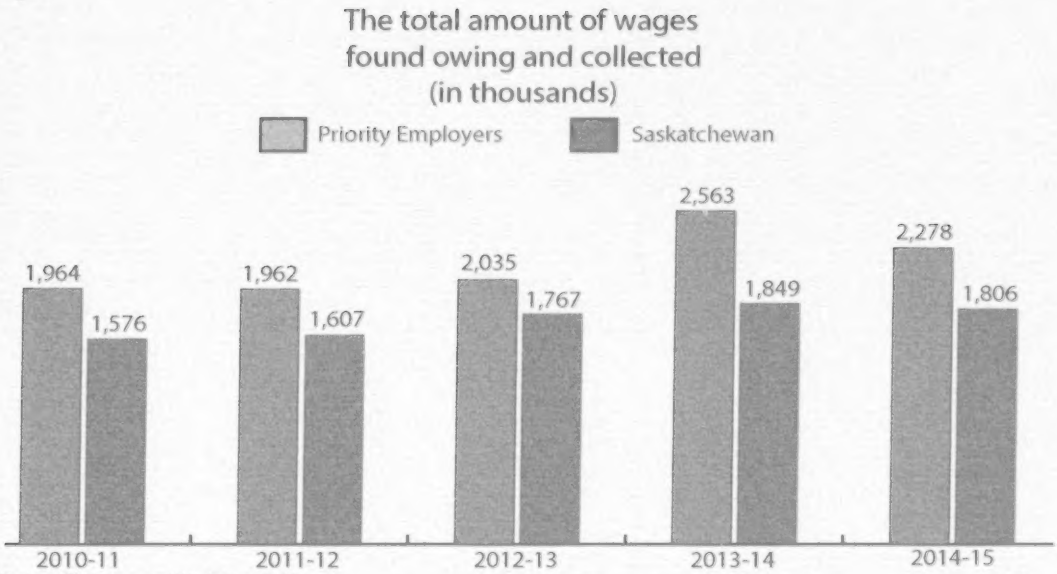
Source: Ministry of Labour Relations and Workplace Safety

Over the last five years, an average of 767 injured workers are assisted with their Workers' Compensation Board (WCB) claim by the Office of the Workers' Advocate (OWA). In 2013-14, the number injured workers assisted increased as a result of additional resources being allocated to the Office. In 2014-15, a review of the intake process was undertaken resulting in a new triage process being implemented that allowed for identification of those injured workers whose claims fall within the OWA mandate.

The OWA is mandated under *The Workers' Compensation Act, 2013* to assist injured workers with their claims for Workers' Compensation Board benefits. Early intervention and positive outcomes for these injured workers is a key contributor in fostering healthy and productive workplaces. This contributes to the overall effectiveness of the workers' compensation system, to the health of the injured worker, and to the productivity of the businesses involved.

Data on the number of injured workers provided assistance is collected internally by the Ministry.

Collected Wages



Source: Ministry of Labour Relations and Workplace Safety

The graph above shows the total amount of wages owed and collected on behalf of employees in Saskatchewan in a given year. Over the period 2010-11 to 2013-14, the amount of wages collected has continually increased. In 2014-15, the amount of wages collected remained relatively consistent with 2013-14. During this time, Saskatchewan's labour force has increased about 7.4 per cent from 553,000 in 2010-11 to 594,000 in 2014-15. While the number of complaints received by the Employment Standards Division has dropped steadily over the past five years, the percentage of wages found owing has increased significantly over the same time period.

Legislation provides the Ministry the authority to determine and collect outstanding wages owed to employees. The amount owed is determined following an investigation by an Employment Standards Officer prompted by an employee complaint alleging unpaid wages.

The Officer investigates the claim and identifies any outstanding wages owed and works with the employer to ensure payment is made to the employee. Most employers make payments voluntarily and come into compliance once they understand the requirements.

The total amount collected is the amount the Employment Standards Division has collected on the wages deemed owed, not the amount that was voluntarily paid by employers.

At times money collected cannot easily be paid to the employee because they have lost contact with Employment Standards. Those collected wages are held in the Wage Trust Fund, and after two years are transferred to the General Revenue Fund. When a record high amount of $15,000 was transferred to the GRF in 2014, Employment Standards staff began aggressively tracking down employees using external search tools, letters and phone calls. In one case they tracked down all 64 employees who were waiting on a total of $163,000 in wages from a complaint made two years earlier. This occurred within six months of the money being collected. ES staff also began asking complainants for additional contact information to ensure future searches are easier. In March of 2015, only $1,750 was pending transfer to the General Revenue Fund.

The data on amount of money owed and collected is gathered internally by the Ministry.

Government Goal: Meeting the Challenges of Growth

Strategy - FOSTER A COMPETITIVE LABOUR ENVIRONMENT

Key Actions and Results

Proclaim The Saskatchewan Employment Act (SEA) and enacted associated regulations following stakeholder consultations.

- *The Saskatchewan Employment Act* came into force on April 29, 2014.
- Through the consultation process, over 5000 submissions were received from interested parties.
- *The Saskatchewan Employment Act* and its regulations:
  - Clearly define the rights and responsibilities of employees, employers and unions while protecting workers and promoting growth in the province.
  - Provide legislation and regulations applicable to the current requirements of today's workplace as well as provide the flexibility to meet the needs of the changing workplace.

Pass The Saskatchewan Employment Amendment Act, 2013 (Bill 128) following stakeholder consultations.

- Consultations were undertaken in 2012 and 2013 to identify changes to the essential services regime provided for in *The Public Service Essential Services Act*. Over 120 employers and unions providing public services were consulted, which resulted in amendments to the Act and incorporation of these provisions in *The Saskatchewan Employment Act*:
  - Requiring the negotiation of an essential services agreement if an impasse is reached in bargaining a collective agreement.
  - Changing the content of an essential services agreement to ensure that positions are to be designated, not people.
  - Ensuring that a negotiated essential services agreement includes mechanisms for changing the number of employees required to work and a dispute resolution process.
  - Enabling the union to determine the qualified employees that are to work during a work stoppage.
  - Allowing a dispute of an employer's notice of essential services to be heard by a single arbitrator or arbitration board, where the parties agree, or by the Labour Relations Board where agreement cannot be achieved.
  - Incorporating a dispute resolution process for conclusion of a collective agreement where the Labour Relations Board has determined that the designation of essential services agreement renders a strike ineffective.
- Bill 128 was not proclaimed into force, pending the decision on essential services legislation from the Supreme Court. That decision was rendered on January 30, 2015. Further consultations are taking place.

Establish the Workers' Compensation Act Committee of Review in compliance with The Workers' Compensation Act, 2013

- The seven person Committee of Review has been appointed.
- The Committee will commence work in 2015-2016.

Work with counterparts in other Canadian jurisdictions to identify and promote leading practices in employment and occupational health and safety standards and labour relations.

- Ministry officials continue to work with counterparts as the Government's representative on the subcommittees of the Canadian Association of Administrators of Labour Legislation (CAALL).
- The Office of the Workers' Advocate (OWA) continues to work with counterparts from other jurisdictions as part of the Canadian Association of Workers' Advisors and Advocates to identify and implement best practices in advocacy and representation services for injured workers as well as exploring issues and trends relevant to workers across Canada.

- Ministry officials continue to work with officials in Western Canada to identify any unnecessary differences in the occupational health and safety regulations that inhibit the free flow of people, goods, services and investment across the western provinces.

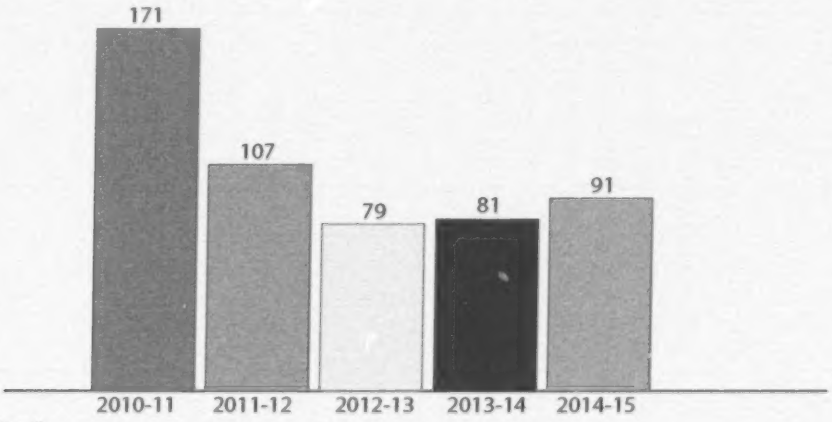
Provide conciliation and mediation services to employers, employees and unions requesting assistance to resolve disputes, conclude negotiations, or establish or renew collective agreements.

- The Ministry has provided assistance on 66 collective bargaining and collective agreement disputes, as well as disputes within the workplace. They assisted in 78 disputes in 2013-14. Examples include:
  - City of Saskatoon Transit and the Amalgamated Transit Union;
  - Saskatchewan Association of Health Organizations and Health Sciences Association of Saskatchewan;
  - Construction Labour Relations Association and International Association of Heat and Frost Insulators and Allied Workers; and
  - Health regions, school divisions and government ministries/agencies.
- Employees and employers benefit from these services. Conciliation and mediation often lead to quicker resolution of disputes and less disruption in the workplace.

Performance Measures

Training Events

Total number of cases and training events provided by Labour Relations and Mediation (LRM) Division



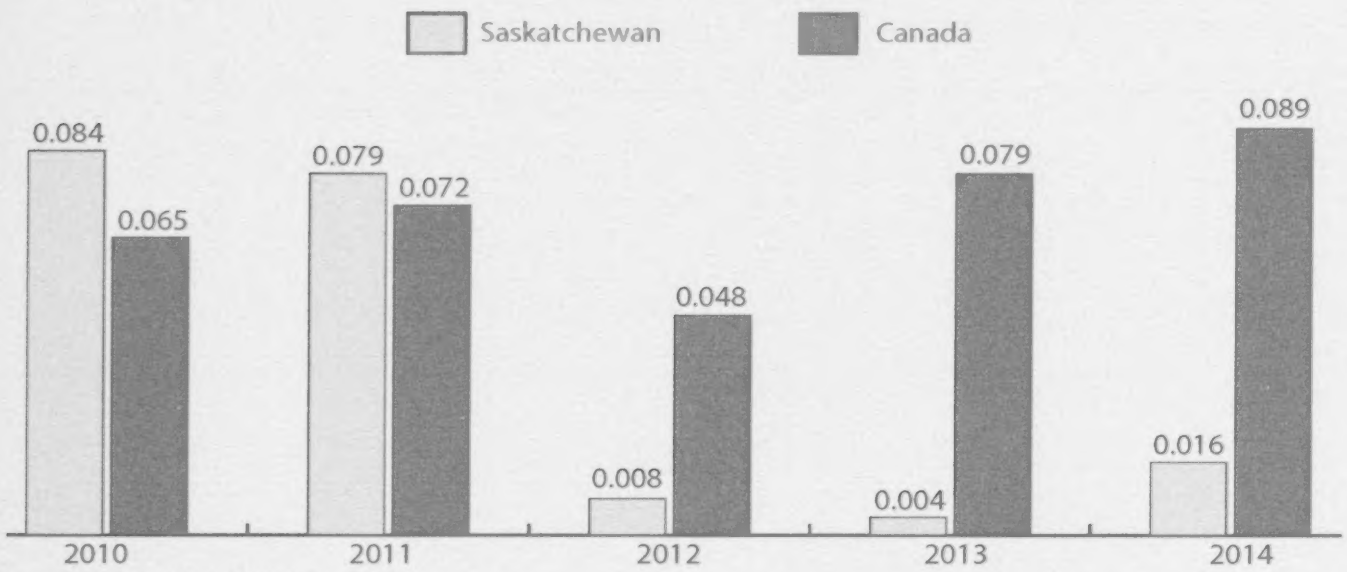
Source: Statistics are collected internally

The LRM Division is responsible for facilitating solutions to conflict between employers, employees and trade unions.

The graph above illustrates that there has been a downward trend in demand for services offered by LRM since 2010-11. Demand for service increased slightly in 2014-15, likely because of the requirement in Part VI of *The Saskatchewan Employment Act* for mandatory mediation/conciliation prior to job action.

Demand is relative to the ebbs and flows of the collective bargaining process, the prosperity of the economy and the disposition of the labour environment and is therefore cyclical as illustrated by the graph above.

Saskatchewan's person days lost (due to labour disputes) performance compared to Canada's



Source: Statistics Canada's Labour Force Survey

The graph above represents the person-days lost due to a strike or lockout per labour force member (worker) in Saskatchewan and Canada.

In 2013, the number of person-days lost reached a new low for the period 2010-11 to 2013-14. It increased moderately in 2014-15. For the past few years, the number of person-days lost in Saskatchewan has been lower than the national figure, indicating a relatively positive labour environment.

The figure is calculated by dividing the size of the labour force by the number of person-days lost within each jurisdiction. The figure for Canada is a national average and includes the total size of the labour force and person-days lost across the country, including federal, provincial and territorial jurisdictions.

When considering the data since 2010, the number of person-days lost has been both greater and lower in Saskatchewan compared to Canada. It is important to note that the Ministry has no direct control over labour stability as a whole. The Ministry assists the parties by providing mediation and conciliation services to help facilitate positive collective bargaining outcomes.

The number of strikes and lockouts can fluctuate depending on the number of expired agreements, union density, and the disposition of the labour environment.

The information for this indicator is collected by Statistics Canada's Labour Force Survey.

Government Goal: Delivering Responsive and Responsible Government

Strategy - IMPROVE EFFECTIVENESS AND EFFICIENCY

Key Actions and Results

Continue to improve service delivery and management practices to better respond to the needs of clients (Saskatchewan Plan for Growth – pages 45 and 57).

- The Office of the Workers' Advocate (OWA) continues to survey clients who have been provided service by the Office.
- In 2014-15, OWA received a 91 per cent client satisfaction rate.

Review Ministry programs and services to ensure they meet the needs of the public (Saskatchewan Plan for Growth - page 57).

- The OWA will continue to meet regularly with the Workers' Compensation Board on our shared goals of ensuring the workers' compensation system is fair, accountable and responsive to the needs of injured workers; and ensuring that injured workers receive the benefits they are entitled to pursuant to *The Workers' Compensation Act, 2013*.
- The Ministry continues to partner with WorkSafe Saskatchewan to identify, review and carry out initiatives to reduce the injury rate.
- The Ministry continues to review programs and services to ensure that citizens' needs are being met in an efficient and effective manner. Three program reviews were undertaken in 2014-15.

Develop a legislative review schedule to ensure provincial labour and employment legislation remains relevant for changeing workplaces (Saskatchewan Plan for Growth - page 42).

- The Ministry is in the process of developing a multi-year legislative review plan.

2014-15 Financial Overview

Statement 1

Ministry of Labour Relations and Workplace Safety

	(thousands of dollars)			
	2013-14 Actual	2014-15 Budget	2014-15 Actual	2014-15 Variance Over/(Under)
Revenue				
Proceeds from other Funds	$11,724	$11,583	$11,694	$111[1]
Receipts from Federal Government	187	250	131	(119)[2]
Privileges, Licenses and Permits	2	5	-	(5)
Sales, Services and Service Fees	54	54	54	-
Other Revenue	13	8	19	11
Total Revenue	**$11,980**	**$11,900**	**$11,898**	**$ (2)**
Expenditure				
Central Management and Services	$3,731	$4,371	$4,358	$(13)
Occupational Health and Safety	8,638	8,719	8,195	(524)[3]
Employment Standards	2,777	2,784	2,779	(5)
Labour Relations Board	951	1,134	949	(185)[4]
Labour Relations and Mediation	718	817	487	(330)[5]
Workers' Advocate	762	835	780	(55)
Expenditures/ Appropriation	**17,577**	**18,660**	**17,548**	**(1,112)**
Capital Asset Acquisitions	**(247)**	**(100)**	**(115)**	**(15)**
Amortization of Capital Assets	**124**	**122**	**124**	**2**
Prepaid Expenses	**(14)**		**17**	**17**
Total Revised Estimates and Expenses	**$17,440**	**$18,682**	**$17,574**	**$(1,108)**
FTE Staff Complement (FTE-Full Time Equivalent)	**151.0**	**151.1**	**150.7**	**(0.4)**

Financial Schedules – Notes

Explanations of variances which exceed $100,000 between Budget and Actual.

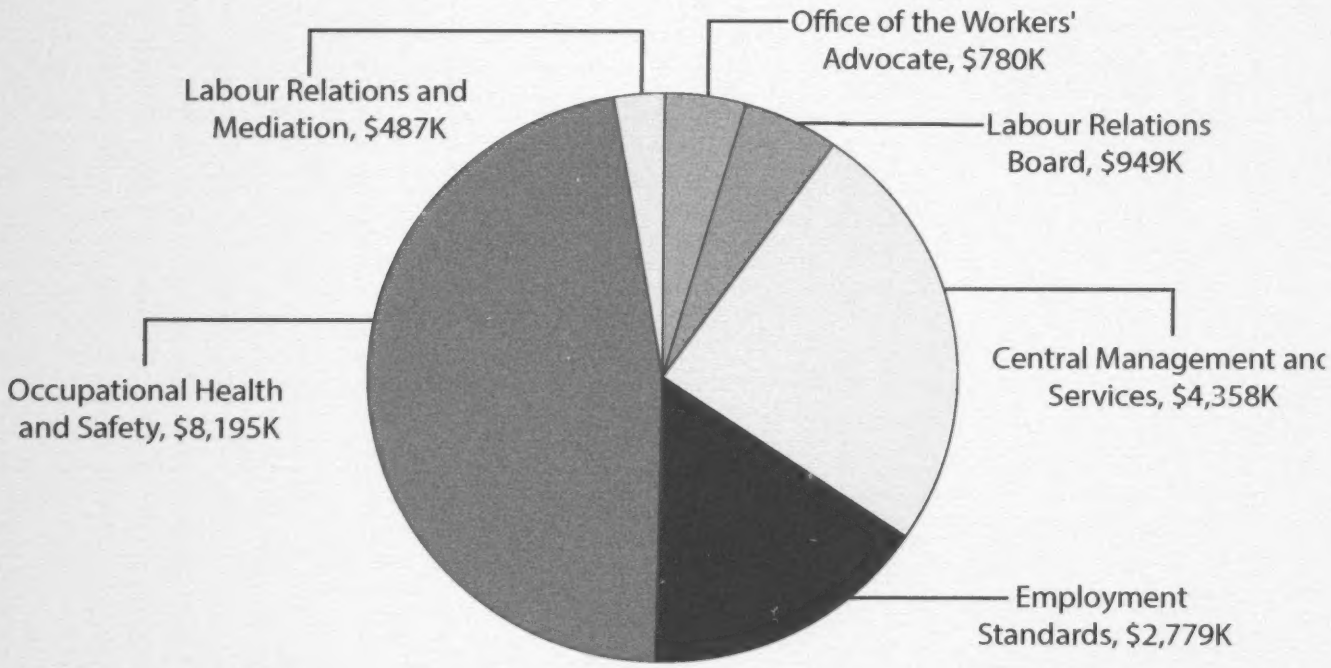
Revenue

1. Higher than anticipated revenue from the Workers' Compensation Board (WCB) due mainly to reimbursement of Radiation Lab decommission project and other operating expenses. The WCB reimburses the Ministry of Labour Relations and Workplace Safety (LRWS) for all expenses incurred for Occupational Health and Safety (OHS), and Office of the Workers' Advocate (OWA).
2. The Ministry has a Federal-Provincial Cost-Sharing Agreement for Uranium Mines inspection. During the year, the Ministry conducted fewer federally regulated mine inspections, as resources were focused on those employers with high injury rates.

Expenditure

3. The main cause of the variance was a number of vacant positions over the course of the year, as well as travel and contractual reductions due to fiscal restraint.
4. The variance was caused by lower than expected salaries and honoraria for adjudicators.
5. The variance was caused mainly by the reversal of a prior year contingent liability, for which the settlement was less than expected. Also, there were savings due to lower than expected salaries and travel costs.

Ministry of Labour Relations and Workplace Safety by Subvote


Office of the Workers' Advocate, $780K
Labour Relations and Mediation, $487K
Labour Relations Board, $949K
Central Management and Services, $4,358K
Occupational Health and Safety, $8,195K
Employment Standards, $2,779K

Government of Saskatchewan

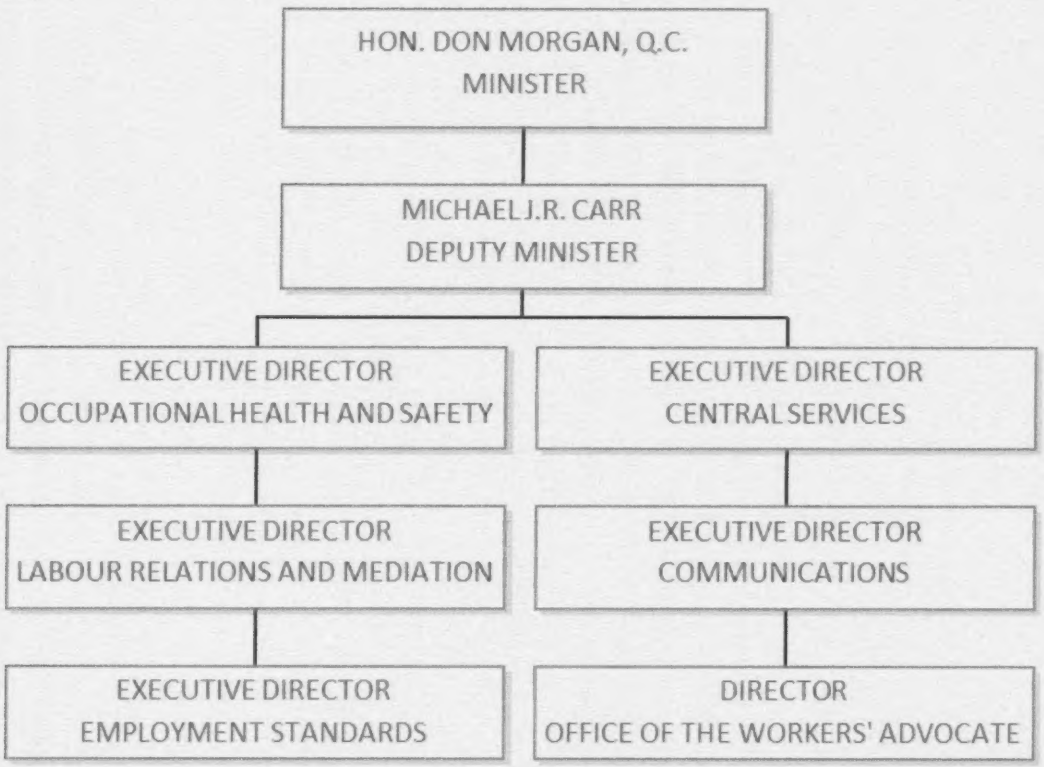
For More Information

If you have any questions or comments, or would like additional copies of the 2013-14 Annual Report, we invite you to call (306) 787-9478 or contact:

Labour Relations and Workplace Safety
Communications
1120-2010 12th Avenue
REGINA, SK S4P 0M3

To download a copy of the report or to obtain more information about programs and services contained in this annual report, please visit the Ministry's website at saskatchewan.ca.

Appendix A: Ministry of Labour Relations and Workplace Safety Executive Organization Chart



Appendix B: Legislation

The Ministry of Labour Relations and Workplace Safety is responsible for four Acts and associated regulations:

- *The Saskatchewan Employment Act*
- *The Public Service Essential Services Act*
- *The Human Resources, Labour and Employment Act*
- *The Victims of Workplace Injuries Day of Mourning Act*